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AUTHOR Ansorge, Charles J.; And Others
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ABSTRACT

This investigation was designed to determine the effects of age, salary, academic degree status, and tenure status of college-level physical educators employed either combined or separate departments on their response patterns to various questions regarding the merger process. A stratified sample of faculty employed in either separate departments or combined departments was surveyed by means of questionnaire. The results of the analysis of the returned questionnaires demonstrate that: (1) the age of the respondents in combined departments influenced their perception of areas of disagreement in their department; in separate departments, age influenced their perception regarding outside pressure to merge, their attitude towards merging, and their perception regarding possible conflicts in their department; (2) the salary of the respondents in combined departments influenced their perception of the need to have an equal number of male and female faculty in a combined department; in separate departments the salary earned by the respondents influenced their choice of who should serve as chairperson of a combined department; (3) the academic degree status number of administrators of both sexes in a combined department; and (4) the tenure status of respondents in combined departments influenced how they characterized a merger, their perception of why a merger occurred, and their satisfaction regarding the selection of their chairperson. (Author/JMF)

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THE EFFECTS OF AGE, TENURE STATUS, SALARY STATUS AND DEGREE STATUS ON THE RESPONSES OF COLLEGE LEVEL PHYSICAL EDUCATORS TO QUESTIONS REGARDING THE MERGER PROCESS

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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by

Charles J. Ansorge, University of Nebraska-Lincoln
Dale P. Mood, University of Colorado-Boulder
Marilyn R. Markel, University of Missouri-Columbia

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THE EFFECTS OF AGE, TENURE STATUS, SALARY STATUS AND DEGREE STATUS ON THE RESPONSES OF COLLEGE LEVEL PHYSICAL EDUCATORS TO QUESTIONS REGARDING THE MERGER PROCESS*. Charles J. Ansorge, University of Nebraska-Lincoln; Dale P. Mood, University of Colorado; and Marilyn R. Markel, University of Missouri.

We have recently seen mergers of physical education departments at universities in such states as Colorado, Missouri, Iowa and Nebraska. These mergers resulted because of a variety of reasons, including pressure from the government (Title IX), and tightening of money to name but two. It is likely that there will continue to be an interest in merging men's and women's physical education departments on those campuses where they are presently separate.

Faculties at those universities which are now contemplating a merger are, no doubt, faced by fears and anxieties regarding what the future may hold for them. The present investigators believe this to be true because of their personal experiences in the merging of physical education departments.

At the time of our mergers, we had no literature to review to assist us in answering the many questions which we sought answers to. We knew of no professed gurus or sages to whom we could turn for profound and expert advice. We each forged ahead, like so many others, and tried to seek the best solutions to our questions with little idea regarding the probability of success.

Because of our inability to find answers to merger-related questions and because of a genuine interest in providing for the maximum likelihood of success for future mergers of departments, we decided to collaborate in an effort to determine the responses of college-level physical education faculty members to pertinent questions regarding the merging of departments.

For this investigation, we were specifically interested in determining if the age, tenure status, salary earned, or degree status of the respondents had any influence on the way our questions were answered. If age, or any of the other factors just mentioned, was found to significantly affect the pattern of responses to questions, we believe this information, in addition to the actual responses to the questions, would provide vital information to future participants in the merger process.

Procedures for Collection of Data

Chairpersons of both the men's physical education department and the women's physical education department at 500 randomly selected institutions in the United States were sent a postcard to determine their present administrative status (merged or separated), whether they would object to a questionnaire being sent to the faculty in their

*Partial support for this study was provided by the College and University Council of NASPE, the University of Colorado, the University of Missouri, and the University of Nebraska-Lincoln

department concerning the merging of physical education departments, and the number of full-time faculty in their department.

Of the postcards which were returned with complete data, 316 were from combined departments and 58 were from separate departments. The chairpersons identified 3527 faculty as being from merged departments and 940 faculty as being from separate departments.

Because a decision was made to send out approximately 2,000 questionnaires, 850 to faculty in separate departments and 1150 to faculty in combined departments, some sampling was involved. Two factors, geographic location and department size were regarded as being relevant in the sampling process.

In January, 1975, 846 faculty members from 53 departments located in 43 different institutions in 26 states were sent separate department questionnaires, and 1142 faculty from 85 departments located in 44 different states were sent combined department questionnaires. Thus, in the total sample, departments in 48 states were represented.

By the middle of February 1975, 401 of the answer sheets from the separate departments (47.4%) and 539 of the answer sheets from combined departments (47.2%) were returned by respondents.

Analysis of Data

Questions were included on both the questionnaires answered by the faculty in separate and merged departments to determine, among other things, the age, tenure status, salary status and degree status of the respondents. By knowing this information, it was possible to ascertain if any of these factors influenced the responses to 11 selected questions answered by the faculty in combined departments and 7 questions answered by faculty in separate departments. Contingency tables were prepared to determine if there were significant differences existing in the response patterns. For the Chi-square analyses, the .05 level of significance was selected to designate the region of rejection for all null hypotheses.

Seven of the eleven questions answered by faculty in merged departments and four of the seven questions answered by faculty in separate departments had response patterns which were significantly influenced by one or more of the factors investigated.

Questions Answered by Merged Department Faculty

When respondents were asked to describe their feelings toward their merger (Table I), the effect the merger had on the number of full-time positions for the combined department (Table II), the effect the merger had on teaching loads (Table III), and what had been the major benefit derived from the merger (Table IV), none of the factors studied influenced the answers. However, seven questions answered by merged department faculty were influenced by one or more of those factors investigated. Those questions are found below.

Table I

Chi-square Analysis for Question 3A:

3A. Which of the following best describes <u>your</u> feelings toward the merger?

A. Completely support the merger.
B. Support the merger but not enthusiastically.
C. Have reservations about the merger.
D. Do not support the merger. Believe the merger was a mistake.

Responses X Age

	A	B	C	D	E		
Junior Faculty	41 (60%)	10 (15%)	5 (07%)	10 (15%)	2 (03%)	N= 68	X^2= .233
Senior Faculty	63 (58%)	15 (14%)	9 (08%)	13 (12%)	9 (08%)	N=109	

Responses X Tenure Status

	A	B	C	D	E		
Tenure	68 (56%)	20 (16%)	11 (09%)	13 (11%)	10 (08%)	N=122	X^2= 6.61
Non-Tenure	35 (65%)	5 (09%)	3 (06%)	10 (18%)	1 (02%)	N= 54	

Responses X Salary Status

	A	B	C	D	E		
Less than $15,000	47 (55%)	11 (13%)	10 (12%)	13 (15%)	4 (05%)	N= 85	X^2= 4.83
$15,000 & Above	57 (62%)	14 (15%)	4 (04%)	10 (11%)	7 (08%)	N= 92	

Responses X Degree Status

	A	B	C	D	E		
M.A.	53 (57%)	12 (13%)	11 (12%)	13 (14%)	4 (04%)	N= 93	X^2= 4.48
Ph.D.	15 (62%)	13 (16%)	3 (04%)	10 (12%)	5 (06%)	N= 82	

$X^2_{.05}$ (df=4) = 9.49

*Significant X^2 value

Table II

Chi-square Analysis for Question 5A:

5A. What effect did the merging of men's and women's physical education departments have on the number of full-time positions for the combined department?

A. Provided more positions.
B. Provided fewer positions.
C. Provided same number of positions.
D. Do not know.

Responses X Age

	A	B	C	D		
Junior Faculty	2 (03%)	13 (18%)	47 (64%)	11 (15%)	N= 73	x^2= 3.56
Senior Faculty	4 (04%)	15 (14%)	80 (75%)	8 (07%)	N=107	

Responses X Tenure Status

	A	B	C	D		
Tenure	3 (03%)	16 (13%)	93 (76%)	10 (08%)	N=122	x^2= 6.94
Non-Tenure	3 (05%)	12 (21%)	33 (58%)	9 (16%)	N= 57	

Responses X Salary Status

	A	B	C	D		
Less than $15,000 &	3 (03%)	16 (18%)	58 (65%)	12 (14%)	N= 89	x^2= 2.82
$15,000 Above	3 (03%)	12 (13%)	69 (76%)	7 (08%)	N= 91	

Responses X Degree Status

	A	B	C	D		
M.A.	5 (05%)	14 (14%)	66 (70%)	11 (11%)	N= 96	x^2= 2.38
Ph.D.	1 (01%)	13 (16%)	60 (73%)	8 (10%)	N= 82	

$x^2_{.05}$ (df=3) = 7.82

Table III

Chi-square Analysis for Question 6A:

6A. What effect did the merger have upon your teaching load?
A. Increased.
B. Decreased.
C. Remained about the same.

Responses X Age

	A	B	C		
Junior Faculty	8 (12%)	7 (10%)	54 (78%)	N= 69	x^2= .147
Senior Faculty	12 (11%)	9 (09%)	85 (80%)	N=106	

Responses X Tenure Status

	A	B	C		
Tenure	12 (09%)	9 (09%)	100 (82%)	N=121	x^2= 1.88
Non-Tenure	8 (15%)	6 (11%)	39 (74%)	N= 53	

Responses X Salary Status

	A	B	C		
Less than $15,000	11 (13%)	10 (12%)	64 (75%)	N= 85	x^2= 1.93
$15,000 & Above	9 (10%)	6 (07%)	75 (83%)	N= 90	

Responses X Degree Status

	A	B	C		
M.A.	14 (16%)	10 (10%)	68 (74%)	N= 92	x^2= 3.52
Ph.D.	6 (08%)	6 (08%)	69 (84%)	N= 81	

$x^2_{.05}$ (df=2) = 5.99

Table IV

Chi-square Analysis for Question 11A:

11A. What has been the major benefit you have derived from the recent merger?

A. Improved teaching schedule.
B. Increased salary.
C. Improved teaching facilities.
D. Mixed classes of men and women students.
E. No major benefits derived.

Responses X Age

	A	B	C	D	E		
Junior Faculty	4 (06%)	2 (02%)	4 (06%)	34 (48%)	27 (38%)	N= 71	X^2= 4.38
Senior Faculty	5 (05%)	3 (03%)	4 (04%)	32 (34%)	51 (54%)	N= 95	

Responses X Tenure Status

	A	B	C	D	E		
Tenure	8 (07%)	3 (03%)	4 (04%)	42 (38%)	53 (48%)	N=110	X^2= 3.54
Non-Tenure	1 (02%)	2 (03%)	4 (07%)	24 (44%)	24 (44%)	N= 55	

Responses X Salary Status

	A	B	C	D	E		
Less than $15,000	2 (02%)	2 (02%)	4 (05%)	38 (45%)	39 (46%)	N= 85	X^2= 4.40
$15,000 & Above	7 (09%)	3 (03%)	4 (05%)	28 (35%)	39 (48%)	N= 81	

Responses X Degree Status

	A	B	C	D	E		
M.A.	2 (02%)	4 (04%)	5 (06%)	40 (45%)	39 (43%)	N= 90	X^2= 5.53
Ph.D.	7 (09%)	2 (03%)	3 (04%)	26 (35%)	36 (49%)	N= 74	

$X^2_{.05}$ (df=4) = 9.49

Question 1A: How would you characterize the recent merger of men's and women's physical education departments at your institution? The responses for this question were significantly influenced by the tenure status of the respondents (Table V). A larger percentage of the tenured respondents than the non-tenured respondents regarded the merger as being partially successful.

Question 2A: Which of the following best describes why the merger took place? There was a significant difference between the response pattern of the tenured and non-tenured respondents (Table VI). A visual inspection of the data reveals that of the tenured faculty, 37 percent believed that the merger was due to higher administrative pressure while only 21 percent of the non-tenured faculty regarded the higher administrative pressure as being the reason for merging.

Question 4A: Are you satisfied that your chairperson was the best choice of those considered for your department at the time of the merger? The responses to this question were significantly influenced by the tenure status of the respondents (Table VII). Although approximately 60 percent of both groups were satisfied with the choice for their chairperson, considerably more non-tenured than tenured respondents were uncertain regarding the choice.

Question 7A: Do you believe that a combined department should have an approximately equal number of male and female faculty members? For this question there was a significant difference between the response patterns of those faculty who earned less than $15,000 and those that earned $15,000 or more (Table VIII). There were 45 percent of the respondents earning less than $15,000 that believed there should be an approximately equal number of male and female faculty versus 32 percent of the respondents who earned $15,000 or more.

There was also a significant difference between the response patterns of those physical education faculty whose highest earned degree was the masters or the doctorate. There were 45 percent who had earned the masters degree who believed there should be an approximately equal number of male and female faculty members versus 33 percent of those faculty who had earned the doctorate.

It is possible that the responses for each of the groups (salary and degree groups) may have been influenced by a third factor, i.e., their sex. The investigators have determined that females generally do poorer salary wise in departments than do males. Therefore, it is likely that a fairly large number of female faculty comprised the less than $15,000 group. This factor may have influenced the results to this question. Additionally, it may be hypothesized that there is a fairly high relationship between the salary of the respondents and the highest degree earned. If this is true, it may explain the response pattern of the faculty who had earned the Ph.D. or master's degree.

Table V

Chi-square Analysis for Question 1A:

1A. How would you characterize the recent merger of men's and women's physical education departments at your institution?
A. Very smooth, few if any problems.
B. Successful, but minor difficulties existed.
C. Partially successful, trying experience for some faculty.
D. Unsuccessful due to difficulties involved.
E. Chaotic, many major problems were involved.

Responses X Age

	A	B	C	D	E		
Junior Faculty	17 (25%)	30 (44%)	16 (23%)	1 (01%)	5 (07%)	N= 69	X^2= 3.82
Senior Faculty	26 (25%)	39 (39%)	26 (25%)	7 (07%)	4 (04%)	N=102	

Responses X Tenure Status

	A	B	C	D	E		
Tenure	26 (22%)	46 (39%)	35 (30%)	7 (06%)	3 (03%)	N=117	X^2=13.28*
Non-Tenure	16 (30%)	23 (43%)	7 (13%)	1 (02%)	6 (11%)	N= 53	

Responses X Salary Status

	A	B	C	D	E		
Less than $15,000	23 (29%)	31 (39%)	17 (21%)	3 (04%)	6 (07%)	N= 80	X^2= 3.01
$15 000 & Above	20 (22%)	38 (42%)	25 (28%)	4 (05%)	3 (03%)	N= 90	

Responses X Degree Status

M.A.	24 (28%)	36 (41%)	19 (22%)	3 (03%)	5 (06%)	N= 87	X^2= 1.19
Ph.D.	19 (24%)	33 (40%)	23 (29%)	2 (02%)	4 (05%)	N= 81	

$X^2_{.05}$ (df=4) = 9.49
*Significant X^2 value

Table VI

Chi-square Analysis for Question 2A:

2A. Which of the following best describes why the merger took place?

A. Federal government pressure (Title IX).
B. Higher administrative pressure.
C. Budgetary considerations.
D. All of the above.
E. Other.

Responses X Age

	A	B	C	D	E	
Junior Faculty	3 (05%)	20 (30%)	11 (16%)	15 (22%)	18 (27%)	N= 67
Senior Faculty	11 (10%)	37 (34%)	21 (19%)	8 (08%)	31 (29%)	N= 108

X^2= 9.25

Responses X Tenure Status

	A	B	C	D	E	
Tenure	12 (10%)	45 (37%)	21 (17%)	8 (07%)	35 (29%)	N=121
Non-Tenure	2 (04%)	11 (21%)	11 (21%)	15 (28%)	14 (26%)	N= 53

X^2=18.25*

Responses X Salary Status

	A	B	C	D	E	
Less than $15,000	76 (49%)	25 (16%)	17 (11%)	16 (10%)	21 (14%)	N=155
$15,000 & Above	8 (09%)	32 (35%)	15 (17%)	7 (08%)	28 (31%)	N= 90

X^2= 5.65

Responses X Degree Status

	A	B	C	D	E	
M.A.	9 (10%)	31 (34%)	17 (19%)	13 (14%)	21 (23%)	N= 91
Ph.D.	4 (05%)	26 (32%)	14 (17%)	10 (12%)	28 (34%)	N= 82

X^2= 3.58

$X^2_{.05}$ (df=4) = 9.49

*Significant X^2 value

Table VII

Chi-square Analysis for Question 4A:

4A. Are you satisfied that your chairperson was the best choice of those considered for your department at the time of the merger?
A. Yes.
B. No.
C. Uncertain.

Responses X Age

	A	B	C		
Junior Faculty	45 (68%)	11 (17%)	10 (15%)	N= 66	X^2= 2.75
Senior Faculty	61 (58%)	29 (27%)	16 (15%)	N=106	

Responses X Tenure Status

	A	B	C		
Tenure	75 (63%)	31 (26%)	13 (11%)	N=119	X^2= 6.07*
Non-Tenure	30 (58%)	9 (17%)	13 (25%)	N= 52	

Responses X Salary Status

	A	B	C		
Less than $15,000	48 (59%)	16 (20%)	17 (21%)	N= 81	X^2= 4.44
$15,000 & Above	58 (64%)	24 (26%)	9 (10%)	N= 91	

Responses X Degree Status

	A	B	C		
M.A.	56 (63%)	16 (18%)	17 (19%)	N= 89	X^2= 3.82
Ph.D.	49 (60%)	23 (29%)	9 (11%)	N= 81	

$X^2_{.05}$ (df=2) = 5.99

*Significant X^2 value

Table VIII

Chi-square Analysis for Question 7A:

7A. Do you believe that a combined department should have an approximately equal number of male and female faculty members?

A. Yes.
B. No.
C. No feelings regarding this question.

Responses X Age

	A	B	C		
Junior Faculty	102 (43%)	72 (30%)	65 (27%)	N=239	$X^2 = 2.69$
Senior Faculty	105 (37%)	104 (36%)	77 (27%)	N=286	

Responses X Tenure Status

	A	B	C		
Tenure	114 (36%)	116 (37%)	88 (27%)	N=318	$X^2 = 5.21$
Non-Tenure	93 (45%)	59 (29%)	53 (26%)	N=205	

Responses X Salary Status

	A	B	C		
Less than $15,000	137 (45%)	93 (31%)	74 (24%)	N=304	$X^2 = 9.63^*$
$15,000 & Above	70 (32%)	83 (38%)	68 (30%)	N=221	

Responses X Degree Status

	A	B	C		
M.A.	134 (45%)	94 (32%)	69 (23%)	N=297	$X^2 = 8.29^*$
Ph.D.	73 (33%)	76 (35%)	70 (32%)	N=219	

$X^2_{.05}$ (df=2) = 5.99

*Significant X^2 value

Question 8A: Should a combined department have an approximately equal number of administrative positions for men and for women? Only the degree status of the respondents appeared to influence the pattern of answering this question. There were 47 percent of those who had earned a master's degree who thought there should be an equal number versus 36 percent of those earning a doctorate who responded in the same manner (Table IX).

Question 9A: Would you say that there are any major disagreements that exist between the men and women in your department? It might be pointed out that all groups were fairly evenly split between the yes and no responses to this question (Table X).

Question 10A: If your answer to the previous question was "yes" which of the following represents the greatest source of these disagreements? The response pattern to this question was different for the junior and senior faculty who returned questionnaires (Table XI). Those faculty who were 39 years of age or less were more likely to select personality factors and teaching load as being the greatest source of disagreement, whereas senior faculty regarded program emphasis as being the single greatest source of disagreement.

Questions Answered by Separate Department Faculty

When respondents were asked to indicate the prospects of a merger at their institutions (Table XII), the comparability of the facilities for men and women at their institutions (Table XIII), and whether the total number of faculty in their department would be affected by a merger (Table XIV), none of the factors studied influenced the answers. However, four of the seven questions answered were significantly influenced by one or more of the factors investigated. Those questions are found below.

Question 3B: Is your institution receiving any pressure from outside sources to merge? The response pattern for this question was significantly influenced by the age of the respondents (Table XV). There was considerably more uncertainty (40%) among the junior faculty regarding the answer to this question than there was among the senior faculty (12%). There were 59% of the senior faculty who believed that there was no outside pressure to merge versus 34% for the junior faculty.

Question 4B: Which of the following best describes your attitude towards the merger of separate men's and women's physical education departments? The junior faculty indicated somewhat more positive attitudes regarding a merger than those senior faculty responding to this question (Table XVI).

Question 6B: In the event of a merger, who should be chairperson of the combined departments? The salary earned by the respondents had a significant effect on the response patterns to this question (Table XVII).

Table IX

Chi-square Analysis for Question 8A:

8A. Should a combined department have an approximately equal number of administrative positions for men and for women?
A. Yes.
B. No.
C. No feelings regarding this question.

Response X Age

	A	B	C		
Junior Faculty	101 (42%)	78 (33%)	61 (25%)	N=240	$X^2 = .37$
Senior Faculty	121 (42%)	89 (31%)	80 (27%)	N=290	

Responses X Tenure Status

	A	B	C		
Tenure	133 (41%)	100 (32%)	89 (27%)	N=322	$X^2 = .58$
Non-Tenure	89 (43%)	67 (32%)	51 (25%)	N=207	

Responses X Salary Status

	A	B	C		
Less than $15,000	135 (44%)	99 (32%)	74 (24%)	N=308	$X^2 = 2.59$
$15,000 & Above	87 (39%)	68 (31%)	67 (30%)	N=222	

Responses X Degree Status

	A	B	C		
M.A.	142 (47%)	92 (30%)	68 (23%)	N=302	$X^2 = 8.62^*$
Ph.D.	78 (36%)	69 (31%)	71 (33%)	N=218	

$X^2_{.05}$ (df=2) = 5.99
*Significant X^2 value

Table X

Chi-square Analysis for Question 9A:

9A. Would you say that there are any major disagreements that exist between the men and women in your department?

A. Yes.
B. No.
C. Uncertain

Responses X Age

	A	B	C	
Junior Faculty	34 (47%)	29 (40%)	9 (13%)	N= 72
Senior Faculty	48 (45%)	44 (42%)	14 (13%)	N=106

X^2= .07

Responses X Tenure Status

	A	B	C	
Tenure	58 (49%)	46 (39%)	15 (12%)	N=119
Non-Tenure	24 (41%)	26 (45%)	8 (14%)	N= 58

X^2= .86

Responses X Salary Status

	A	B	C	
Less than $15,000	40 (46%)	38 (43%)	10 (11%)	N= 88
$15,000 & Above	42 (47%)	35 (39%)	13 (14%)	N= 90

X^2= .54

Response X Degree Status

	A	B	C	
M.A.	38 (40%)	43 (46%)	13 (14%)	N= 94
Ph.D.	42 (51%)	30 (36%)	10 (13%)	N= 82

X^2= 2.10

$X^2_{.05}$ (df=2) = 5.99

Table XI

Chi-square Analysis for Question 10A:

10A. If your answer to the previous question was "yes", which of the following represents the greatest source of these disagreements?

A. Emphasis on program.
B. Personality.
C. Salaries.
D. Teaching load.
E. Other

Responses X Age

	A	B	C	D	E	
Junior Faculty	16 (35%)	15 (33%)	6 (13%)	6 (13%)	3 (06%)	N= 46
Senior Faculty	29 (54%)	9 (17%)	6 (11%)	1 (01%)	9 (17%)	N= 54

X^2=11.26*

Responses X Tenure Status

	A	B	C	D	E	
Tenure	31 (48%)	15 (23%)	6 (10%)	3 (05%)	9 (14%)	N= 64
Non-Tenure	14 (39%)	9 (25%)	6 (17%)	4 (11%)	3 (08%)	N= 36

X^2= 3.50

Responses X Salary Status

	A	B	C	D	E	
Less than $15,000	22 (43%)	12 (23%)	9 (18%)	4 (08%)	4 (08%)	N= 51
$15,000 & Above	23 (47%)	12 (25%)	3 (06%)	3 (06%)	8 (16%)	N= 49

X^2= 4.46

Responses X Degree Status

	A	B	C	D	E	
M.A.	25 (52%)	8 (17%)	8 (17%)	4 (08%)	3 (06%)	N= 48
Ph.D.	19 (38%)	16 (32%)	3 (06%)	3 (06%)	9 (18%)	N= 50

X^2= 8.86

$X^2_{.05}$ (df=4) = 9.49

*Significant X^2 value

Table XII

Chi-square Analysis for Question 1B:

1B. What are the prospects of a merger at your institution?
- A. Currently merging.
- B. Future merger probable.
- C. Future merger possible.
- D. Never the twain shall meet.
- E. Uncertain.

Responses X age

	A	B	C	D	E	
Junior Faculty	24 (15%)	53 (33%)	55 (35%)	7 (04%)	21 (13%)	N=160
Senior Faculty	32 (14%)	74 (33%)	66 (30%)	16 (07%)	35 (16%)	N=223

$x^2 = 2.34$

Responses X Tenure Status

	A	B	C	D	E	
Tenure	38 (15%)	89 (35%)	79 (31%)	16 (07%)	30 (12%)	N=252
Non-Tenure	18 (14%)	37 (29%)	41 (32%)	7 (05%)	26 (20%)	N=129

$x^2 = 5.29$

Responses X Salary Status

	A	B	C	D	E	
Less than $15,000	31 (14%)	72 (33%)	63 (29%)	13 (06%)	39 (18%)	N=218
$15,000 & Above	25 (15%)	55 (34%)	58 (35%)	10 (06%)	17 (10%)	N=165

$x^2 = 4.92$

Responses X Degree Status

	A	B	C	D	E	
M.A.	33 (15%)	71 (33%)	69 (32%)	13 (06%)	30 (14%)	N=216
Ph.D.	21 (13%)	54 (35%)	49 (31%)	8 (05%)	25 (16%)	N=157

$x^2 = .69$

$x^2_{.05}$ (df=4) = 9.49

Table XIII

Chi-square Analysis for Question 2B:

2B. Do you believe the quality of facilities for men and women at your institution is comparable?

A. Yes.
B. No, men better.
C. No, women better.
D. Uncertain.

Responses X Age

	A	B	C	D	
Junior Faculty	70 (43%)	69 (42%)	20 (12%)	5 (03%)	N=164
Senior Faculty	111 (48%)	78 (34%)	36 (16%)	6 (02%)	N=231

$X^2 = 3.23$

Responses X Tenure Status

	A	B	C	D	
Tenure	122 (47%)	89 (34%)	43 (17%)	7 (02%)	N=261
Non-Tenure	57 (43%)	58 (44%)	13 (10%)	4 (03%)	N=132

$X^2 = 5.25$

Responses X Salary Status

	A	B	C	D	
Less than $15,000	96 (43%)	91 (41%)	31 (14%)	5 (02%)	N=223
$15,000 & Above	85 (50%)	56 (33%)	25 (14%)	6 (03%)	N=172

$X^2 = 3.20$

Responses X Degree Status

	A	B	C	D	
M.A.	102 (46%)	83 (37%)	29 (13%)	8 (04%)	N=222
Ph.D.	75 (46%)	59 (36%)	26 (16%)	3 (02%)	N=163

$X^2 = 1.61$

$X^2_{.05}$ (df=3) = 7.82

Table XIV

Chi-square Analysis for Question 5B:

5B. If there is a merger of men's and women's departments, what do you believe may result in the total number of faculty in your department?

A. Increase.
B. Decrease.
C. Remain constant.
D. Uncertain.

Responses X Age

	A	B	C	D	
Junior Faculty	7 (04%)	41 (26%)	96 (60%)	17 (10%)	N=161
Senior Faculty	13 (06%)	53 (23%)	132 (58%)	30 (13%)	N=228

$x^2 = 1.10$

Responses X Tenure Status

	A	B	C	D	
Tenure	14 (06%)	58 (22%)	155 (60%)	32 (12%)	N=259
Non-Tenure	6 (05%)	36 (28%)	71 (55%)	15 (12%)	N=128

$x^2 = 1.55$

Responses X Salary Status

	A	B	C	D	
Less than $15,000	12 (06%)	63 (29%)	118 (54%)	24 (11%)	N=217
$15,000 & Above	8 (05%)	31 (18%)	110 (64%)	23 (13%)	N=172

$x^2 = 6.88$

Responses X Degree Status

	A	B	C	D	
M.A.	14 (07%)	57 (26%)	124 (57%)	22 (10%)	N=217
Ph.D.	6 (04%)	34 (21%)	99 (61%)	23 (14%)	N=162

$x^2 = 3.94$

$x^2_{.05}$ (df=3) = 7.82

Table XV

Chi-square Analysis for Question 3B:

3B. Is your institution receiving any pressure from outside sources to merge?
A. Yes.
B. No.
C. Uncertain.

Responses X Age

	A	B	C		
Junior Faculty	41 (26%)	54 (34%)	64 (40%)	N=157	X^2=36.69*
Senior Faculty	52 (29%)	107 (59%)	23 (12%)	N=182	

Responses X Tenure Status

	A	B	C		
Tenure	61 (24%)	115 (46%)	76 (30%)	N=252	X^2= 5.75
Non-Tenure	31 (24%)	45 (35%)	54 (41%)	N=130	

Responses X Salary Status

	A	B	C		
Less than $15,000	52 (25%)	82 (38%)	83 (38%)	N=217	X^2= 4.90
$15,000 & Above	41 (25%)	79 (47%)	47 (28%)	N=167	

Responses X Degree Status

	A	B	C		
M.A.	48 (22%)	94 (44%)	73 (34%)	N=215	X^2= 1.42
Ph.D.	44 (28%)	64 (40%)	51 (32%)	N=157	

$X^2_{.05}$ (df=2) = 5.99
*Significant X^2 value

Table XVI

Chi-square Analysis for Question 4B:

4B. Which of the following best describes your attitude towards the merger of separate men's and women's physical education departments?

A. Essential.
B. Desirable.
C. Not certain or no feeling.
D. Not needed.
E. Undesirable.

Responses X Age

	A	B	C	D	E		
Junior Faculty	34 (21%)	75 (46%)	19 (11%)	11 (07%)	24 (15%)	N=163	$X^2 = 9.70^*$
Senior Faculty	32 (14%)	97 (43%)	31 (14%)	36 (15%)	31 (14%)	N=227	

Responses X Tenure Status

	A	B	C	D	E		
Tenure	42 (16%)	114 (44%)	33 (13%)	33 (13%)	35 (14%)	N=257	$X^2 = .75$
Non-	24 (18%)	56 (43%)	17 (13%)	14 (11%)	20 (15%)	N=131	

Responses X Salary Status

	A	B	C	D	E		
Less than $15,000	38 (17%)	98 (44%)	24 (11%)	27 (13%)	34 (15%)	N=221	$X^2 = 2.16$
$15,000 & Above	29 (17%)	74 (44%)	26 (15%)	20 (12%)	21 (12%)	N=169	

Responses X Degree Status

	A	B	C	D	E		
M.A.	33 (15%)	95 (43%)	31 (14%)	26 (12%)	36 (16%)	N=221	$X^2 = 4.01$
Ph.D.	33 (21%)	70 (44%)	18 (11%)	20 (13%)	18 (11%)	N=159	

$X^2_{.05}$ (df=4) = 9.49

*Significant X^2 value

Table XVII

Chi-square Analysis for Question 6B:

6B. In the event of a merger, who should be chairperson of the combined department?

A. Better qualified of the chairpersons of the separate departments.

B. Best qualified of faculty in a search within both departments.

C. Best qualified person in a search conducted inside and outside of your institution.

D. Have no feelings regarding who the person should be.

Responses X Age

	A	B	C	D		
Junior Faculty	36 (23%)	20 (13%)	91 (58%)	10 (06%)	N=157	X^2= 6.82
Senior Faculty	52 (24%)	50 (23%)	105 (48%)	13 (05%)	N=220	

Responses X Tenure Status

	A	B	C	D		
Tenure	62 (25%)	54 (22%)	120 (48%)	13 (05%)	N=249	X^2= 6.86
Non-Tenure	26 (21%)	16 (13%)	75 (59%)	9 (07%)	N=126	

Responses X Salary Status

	A	B	C	D		
Less than $15,000	51 (24%)	28 (13%)	115 (55%)	17 (08%)	N=211	X^2=10.97*
$15,000 & Above	37 (22%)	42 (25%)	81 (48%)	6 (03%)	N=166	

Responses X Degree Status

	A	B	C	D		
M.A.	48 (23%)	35 (17%)	112 (52%)	17 (08%)	N=212	X^2= 4.97
Ph.D.	38 (24%)	34 (22%)	80 (51%)	5 (03%)	N=157	

$X^2_{.05}$ (df=3) = 7.82

*Significant X^2 value

Table XVIII

Chi-square Analysis for Question 7B:

7B. Would you say that there are any conflicts between the men's and women's physical education departments and your institution and if so, which of the following represents the greatest source of their conflicts?

A. No conflicts.
B. Yes, emphasis on program.
C. Yes, facilities.
D. Yes, salaries or teaching load.
E. Yes, other.

Response X Age

	A	B	C	D	E		
Junior Faculty	10 (06%)	71 (45%)	18 (12%)	20 (13%)	38 (24%)	N=157	X^2=11.66*
Senior Faculty	32 (15%)	85 (39%)	24 (11%)	41 (19%)	35 (16%)	N=217	

Responses X Tenure Status

	A	B	C	D	E		
Tenure	33 (13%)	96 (39%)	29 (12%)	42 (17%)	47 (19%)	N=247	X^2= 5.64
Non-Tenure	8 (07%)	60 (48%)	13 (10%)	19 (15%)	25 (20%)	N=125	

Responses X Salary Status

	A	B	C	D	E		
Less than $15,000	21 (10%)	81 (38%)	25 (12%)	41 (19%)	43 (21%)	N=211	X^2= 5.22
$15,000 & Above	21 (13%)	75 (46%)	17 (11%)	20 (12%)	30 (18%)	N=163	

Responses X Degree Status

	A	B	C	D	E		
M.A.	25 (12%)	90 (43%)	23 (10%)	40 (18%)	33 (15%)	N=211	X^2= 6.14
Ph.D.	15 (10%)	66 (43%)	15 (10%)	20 (13%)	38 (24%)	N=154	

$X^2_{.05}$ (df=4) = 9.49

*Significant X^2 value